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Initiated in October 1966 by the Department of Defense, Project One Hundred Thousand accepts men who would not have qualified for military service under previous standards, and upgrades them medically and educationally. Major aims are to broaden opportunities for enlistment, equalize military service obligations, assure foresighted military planning, and, through Project Transition, help "new standards" men become productive citizens when they return to civilian life. Minimum performance standards will not be reduced; instead, if necessary, extra time and effort are extended. Project results are monitored in detail. Up to April 1968, 96,639 men had been accepted, most under the new mental standards. Results in terms of graduation rates, conduct and efficiency, promotions, and assignment to occupational specialties having potential civilian utility have been favorable. Seminars and research have also been sponsored to enhance program success and promote information exchange among military services. (Statistical data on recruitment, participant characteristics, performance, behavior, supervisory ratings, job assignments, and attrition from active service are included.) (ly)

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PROJECT ONE HUNDRED THOUSAND

CHARACTERISTICS AND PERFORMANCE OF "NEW STANDARDS" MEN

September 1968

OFFICE SECRETARY OF DEFENSE
ASSISTANT SECRETARY OF DEFENSE (MANPOWER AND RESERVE AFFAIRS)

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INTRODUCTION

The statistical tables in this report provide information on the progress being achieved in Project One Hundred Thousand.

In October 1966, the Department of Defense revised the entrance standards for military service and began accepting men who would have been disqualified in the past because of failure to meet the mental standards or for physical defects which are easily correctable. We were convinced that a very high proportion of these men would qualify as fully satisfactory servicemen when exposed to the modern instructional techniques used in the Armed Forces and that their service would prepare them for more productive lives when they returned to civilian life. The revision in entrance standards is also resulting in a more equitable sharing of the opportunities and obligations of military service among the Nation's youth.

The goal for the first year ending September 1967 was to accept 40,000 men on the basis of "New Standards" and to increase the input to 100,000 men for the year ending September 1968.

While entrance standards have been revised, performance standards have not been lowered. The New Standards men are being trained right alongside other men in our regular training centers and schools. They are not singled out or stigmatized in any manner. Any special assistance they may require is provided as part of the normal training process. After completion of basic training, they are trained in a military skill, either through formal courses or by on-the-job training.

The results of Project One Hundred Thousand are being monitored in detail by a data file which tracks the characteristics and performance of each New Standards man and by supplementary reports. This reporting system is used as the source for the statistical tables in this booklet. A "Highlights" section precedes the 37 statistical tables.

HIGHLIGHTS

Section A - Progress in Meeting Accession Goals

1. The goal for the first 2 years of Project One Hundred Thousand is to accept 140,000 New Standards men:

- 40,000 the first year (Phase I, October 1966 - September 1967).
- 100,000 the second year (Phase II, October 1967 - September 1968).

After 22 months we had accepted 125,152 New Standards men, and expect to meet our 140,000 objective by 30 September 1968.

2. About half of the New Standards men were enlistees (volunteers); the remainder were draftees.

3. 95% of the New Standards men were accepted by lowering the mental test standards and educational requirements. The remaining 5% were accepted for the Medically Remedial Enlistment Program.

4. In FY 1966, prior to the beginning of Project One Hundred Thousand, 16.6% of new accessions for the enlisted ranks were Mental Group IV's -- men who score between the 10th and 30th percentile on the Armed Forces Qualification Test (AFQT). In the first year of Project One Hundred Thousand, the Group IV input rose to 23.7% and is expected to be about 25.0% in the second year of the program. New Standards men are primarily those who have scores in the lower half of the Mental Group IV range.

Section B - Characteristics of New Standards Men

The following is a profile of New Standards men accepted by revised Mental standards during the period October 1966 - March 1968, compared to other men (control group).

		New Standards Men	Control Group
1.	Average age - years	20.4	20.2
2.	% non-White	39.6%	9.1%
3.	% High school graduates	43.3%	75.8%
4.	Number of school grades completed (average)	10.6	11.9
5.	Reading ability - median grade	6.1	10.9
6.	% reading below 4th grade	14.4%	1.1%
7.	Arithmetic ability - median grade	6.3	NA
8.	% with Civil Court convictions	9%	NA
9.	% unemployed	38%	NA
10.	% employed, earning $60 or less per week	18%	NA

NA = Not Available.

Section C - Basic Training

Nearly 96% of the New Standards men successfully completed basic training, compared to a 98% success rate for all other men. Men who fail to complete basic training are discharged.

Section D - Entry-Level Skill Training

In the Army and Marine Corps nearly all New Standards men receive their skill training in a formal course. In the Air Force about 40% are given "on-the-job training" (OJT), while in the Navy most New Standards men are trained in OJT.

In formal skill courses the attrition rate varies by Service, but is about 10% for DoD as a whole, compared to about 4% for other men attending the same kind of courses.

New Standards men perform significantly better in combat-type training courses and the simpler technical courses than in the more complicated technical training areas. They tend to perform best in training courses which stress practical work and do not require significant reading and mathematical abilities.

Failure rates in skill training courses have been dropping as a result of better assignment procedures and training course improvements.

Men who are dropped from training are not discharged from service. They are usually reassigned to other courses or on-the-job training more suited to their aptitudes.

Section E - Assignments

About 62% of the New Standards men are being assigned to non-combat type skills. Most of these skills have direct or related counterparts in the civilian economy. 70% of the control group were assigned to non-combat type skills.

The assignment pattern varies by Military Service because each Service has a distinct occupational mix.

Aside from the combat skills, the most common assignments for New Standards men are in: Food Service, Supply, Wire Communications, Motor Transport, and Automotive Repair.

Section F - Grade Level

The normal pay grade progression rate varies by Military Service. The promotion progress being achieved by New Standards men is best analyzed by comparison with control group men within the same Service.

	Percent	
	E-3 And Above	E-4 And Above
1. After 15-18 Months Service - Army		
New Standards	84.4%	47.0%
Control Group	92.6%	64.3%
2. After 12-15 Months Service		
Army - New Standards	81.5%	41.1%
- Control Group	88.9%	43.4%
Navy - New Standards	41.9%	0
- Control Group	79.1%	2.6%
Air Force - New Standards	88.4%	0
- Control Group	Not Available	
Marine Corps - New Standards	49.4%	6.6%
- Control Group	62.1%	9.3%
DoD - New Standards	75.7%	30.3%

The table shows that New Standards men are making very satisfactory progress in achieving promotions, compared to other men.

The first group of New Standards men entered Army during October-December 1966. After an average of 16½ months service 84% of them were E-3's and above and 47% were E-4's or higher.

For DoD as a whole, after an average of 13½ months service 76% were E-3's or higher.

The gap in pay grade between New Standards men and control group men is greatest in the Navy. In part, this is due to the fact that in the Navy most New Standards men receive skill training "on-the-job" instead of by attending a formal school and thereby take longer to qualify for promotion.

Section G - Supervisory Evaluations

Supervisory evaluations of Army New Standards men after an average of 16½ months service show that more than 90% are rated excellent in conduct and efficiency. Because of differences in rating procedures, the supervisory evaluations for the other Military Services are not currently available but will be contained in subsequent reports.

Section H - Offenses

Army New Standards men with an average of 16½ months of service had the following disciplinary record:

Court Martial Convictions	2.8%
Non-Judicial Punishment	13.5%

Disciplinary data will be available for the other Services at a later date.

Section I - Educational Achievements

Data on number of educational courses completed, high school certificates earned and educational achievement retest scores will be obtained upon completion of 2 years of service.

Section J - Attrition From Active Service

Of the first group of New Standards men who entered service during October-December 1966, 90.4% were still in service on 31 March 1967. 90.8% of the second entry group (January-March 1967) were still in service on 31 March 1967. The attrition from active service includes battle deaths and discharges due to physical disabilities, as well as separations for unsuitability, unfitness, misconduct, hardship and other causes.

SECTION A - Progress in Meeting Accession Goals

Phase I -- 1 Oct 66 - 30 Sep 67

Phase II -- First 10 Months, 1 Oct 67 - 31 Jul 68

Source: Weekly Report of Chargeable Enlistments and Inductions - DD-M (W) 819.

TABLE A-1

New Standards Accessions in Phase I Compared to Quota
October 1966 - September 1967

Service	Quota	Achieved			Phase I Overage
		Total	Mental	Medically Remedials	
Army	30,400	38,135	37,942	193	7,735
Navy	3,400	3,696	3,500	196	296
Air Force	3,600	3,949	3,802	147	349
Marine Corps	2,600	3,472	3,392	80	872
DoD	40,000	49,252	48,636	616	9,252[a/]

a/ The Phase I quota was exceeded by 9,252 men. This overage is being applied to Phase II. See Table A-2, below.

TABLE A-2

Progress in Meeting Phase II (Oct 67 - Sep 68) New Standards Quotas
As Of 31 July 1968

Service	Gross Phase II Quota	Phase I Overage	Net Phase II Quota	Progress as of Oct 67 - 31 Jul 68 (10 Mos)		
				Total	Mental	Medically Remedials
Army	65,700	7,735	57,965	49,622	48,083	1,539
Navy	12,600	296	12,304	10,274	8,158	2,116
Air Force	10,100	349	9,751	7,749	6,108	1,641
Marine Corps	11,600	872	10,728	8,255	7,646	609
DoD	100,000	9,252	90,748[a/]	75,900	69,995	5,905

a/ In meeting the Phase II quota, a maximum of 12,000 may be Medically Remedial enlistments.

TABLE A-3

New Standards Accessions Oct 66 - ~~Jun~~ Jul 68 (22 Months)
Compared to Quota - Oct 66 - Sep 68 (24 Months)

Service	Quota- 24 Months	New Standards Accessions - 22 Months		
		Total	Mental	Medically Remedials
Army	96,100	87,757	86,025	1,732
Navy	16,000	13,970	11,658	2,312
Air Force	13,700	11,698	9,910	1,788
Marine Corps	14,200	11,727	11,038	689
DoD	140,000	125,152	118,631	6,521

a/ This table combines Tables A-1 and A-2.

Comment

Quotas for "New Standards" accessions were established to assure meeting the DoD goals for accepting men below previous mental or physical standards -- 40,000 the first year of the program and 100,000 the second year. The bulk of the New Standards men are accepted by revised mental standards. The remainder are volunteers for the Medically Remedial portion of Project One Hundred Thousand.

At the end of the first 22 months, 125,152 New Standards men were accepted, compared to the 24-month goal of 140,000. We are on schedule and expect to meet the remainder of the objective by 30 September 1968.

Quotas are in the process of being established for Phase III. The program is expected to continue at the Phase II level.

TABLE A-4

Procurement Source For New Standards Men
22 Months (Oct 66 - Jul 68)

Service	Total	Enlist-ment	Induction		
			Total	Regular Inductees	Former Class I-Y's[a/]
Army	87,757	22,154	65,603	38,975	26,628
Navy	13,970	13,970	--	--	--
Air Force	11,698	11,698	--	--	--
Marine Corps	11,727	11,264	463	412	51
DoD	125,152	59,086	66,066	39,387	26,679
Percent	100.0%	47.2%	52.8%	31.5%	21.3%

a/ Selective Service Class I-Y's who scored at the 10th percentile or above on the Armed Forces Qualification Test (AFQT) but were deferred because of failure to meet supplementary educational or aptitude test score requirements.

TABLE A-5

Medically Remedials by Physical Condition

Condition	Phase I (Oct 66-Sep 67)	First 10 Months Phase II (Oct 67-Jul 68)
Pilonidal Cyst or Sinus	55	173
Hemorrhoids	6	13
Undescended Testicle, Unilateral	89	343
Undescended Testicle and Inguinal Hernia, Same Side	--	98
Hernia of the Abdominal Cavity	172	488
Hydrocele	12	50
Hydrocele and Inguinal Hernia, Same Side	--	76
Varicocele	12	47
Orthopedic Fixture at Site of Old Fracture	--	8
Simple Goiter	--	1
Deviated Nasal Septum	--	6
External Otitis	--	1
Hyperdactylia (Hands and Feet)	--	18
Overweight	199	3,613
Underweight	71	970
TOTAL	616	5,905

Comment

The Medically Remedial portion of Project One Hundred Thousand was initiated in February 1967 and was operated on a trial basis during Phase I. The program was expanded in Phase II by more vigorous recruitment and by adding to the original list of remedial conditions. The program is limited to men who volunteer and have a specific physical defect that can be corrected by minor surgery at military medical facilities, or by physical conditioning during basic training. After treatment, and convalescence, if necessary, the man meets the regular military physical standards and begins normal training.

TABLE A-6

Mental Group IV's[a] as a Percent of Total Non-Prior Service Enlisted Accessions

Service	FY 1966	Phase I (Oct 66-Sep 67)		First 10 Mos. Phase II (Oct 67-Jul 68)	
		Quota	Achieved	Quota	Achieved
Army	23.4%	25.9%	27.6%	24.5%	27.9%
Navy	5.7	15.0	15.2	17.0	17.5
Air Force	6.6	15.0	15.6	17.0	17.4
Marine Corps	13.3	18.0	20.8	21.0	22.1
DoD	16.6%	22.3%	23.7%	22.2%	24.7%

a/ Group IV's are men who score between 10th and 30th percentile on the Armed Forces Qualification Test (AFQT). Also included are Group IV men whose scores were waived by the test psychologist (Administrative Acceptees).

Comment

The Group IV quotas were established to assure that the Military Services use a normal share of the Group IV's in the national manpower pool -- about 22%. New Standards men (except Medically Remedials) are low scoring Group IV men -- primarily those who score AFQT 10-15 and those who score AFQT 16-20 but score low on the verbal and arithmetic portions of the test.

All Services have been meeting their Group IV quotas during Phases I and II of the program.

SECTION B - Characteristics of New Standards Men

Source: Project One Hundred Thousand Performance Reporting System.

Coverage:

(a) New Mental Standards - Men entering service 1 October 1966 - 31 March 1968. Data are collected for all New Standards men. Standard statistical techniques were used to compensate for missing cases or incomplete data on specific items of information.

(b) Control Group - Men selected by each Service as representative of accessions under previous mental standards. Data are from Project One Hundred Thousand Performance Reporting System except when otherwise indicated.

TABLE B-1

Home Geographic Area

Geographic Area[1/]	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Total United States	100.0%	100.0%	100.0%	100.0%	100.0%
Northeast	20.6	14.2	2.6	17.9	20.9
New England	5.1	1.3	0.5	3.6	5.0
Middle Atlantic	15.5	12.9	2.1	14.3	15.9
North Central	26.6	16.9	6.9	22.6	33.9
East North Central	19.5	14.4	2.0	17.3	23.5
West North Central	7.1	2.5	4.9	5.3	10.4
South	36.2	64.2	13.2	46.6	27.7
South Atlantic	16.0	32.7	2.9	22.2	12.5
East South Central	9.2	14.3	1.3	11.0	6.4
West South Central	11.0	17.2	9.0	13.4	8.8
West	16.6	4.7	77.3	12.9	17.5
Mountain	4.3	0.7	22.4	3.2	4.3
Pacific	12.3	4.0	54.9	9.7	13.2

1/ The states within each geographic area are as follows:

New England: Conn., Maine, Mass., N. H., R. I., Vt.
Middle Atlantic: N. J., N. Y., Pa.
East North Central: Ill., Ind., Mich., Ohio, Wisc.
West North Central: Iowa, Kan., Minn., Mo., Neb., N. D., S. D.
South Atlantic: Del., Fla., Ga., Md., N. C., S. C., Va., D. C., W. Va., P. R.
East South Central: Ala., Ky., Miss., Tenn.
West South Central: Ark., La., Okla., Tex.
Mountain: Ariz., Colo., Idaho, Mont., Nev., N. M., Utah, Wyo.
Pacific: Alaska, Calif., Hawaii, Oregon, Wash.

TABLE B-2

Racial Distribution by Service - Percent

Service	New Standards Men				% Non-Caucasian in Control Group[a/]
	Caucasian	Non-Caucasian			
		Negro	Other	Total	
Army	59.2%	39.3%	1.5%	40.8%	10.7%
Navy	75.7	22.7	1.6	24.3	3.5
Air Force	57.5	41.6	0.9	42.5	7.8
Marine Corps	56.1	42.6	1.3	43.9	8.7
DoD	60.4%	38.1%	1.5%	39.6%	9.1%

a/ Based upon numbers shown in AFEES Qualitative Distribution Report for accessions during Oct 66 - Mar 68, less New Standards men.

TABLE B-3

Average Age - Years

Service	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	20.8	21.0	21.1	20.9	20.7
Navy	19.5	19.7	20.2	19.6	19.7
Air Force	19.3	19.2	19.5	19.3	19.2
Marine Corps	18.7	19.2	19.9	19.0	19.0
DoD	20.3	20.6	20.9	20.4	20.2

TABLE B-4

High School Graduates - Percent

Service	New Standards Men				Control Group[a/]
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	28.2%	57.7%	52.6%	40.2%	71.1%
Navy	39.3	63.7	50.7	45.0	89.1
Air Force	67.9	83.8	79.1	74.6	97.4
Marine Corps	22.2	53.4	53.8	35.9	60.0
DoD	32.4%	60.2%	54.0%	43.3%	75.8%

a/ Based upon numbers shown in AFEES Qualitative Distribution Report for accessions during Oct 66 - Mar 68, less New Standards men.

TABLE B-5

Average Number of School Grades Completed

Service	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	9.9	11.2	11.0	10.4	11.8
Navy	10.3	11.3	10.7	10.5	12.2
Air Force	11.4	11.9	11.8	11.6	12.5
Marine Corps	10.0	11.2	11.0	10.5	11.4
DoD	10.1	11.3	11.0	10.6	11.9

TABLE B-6

Distribution of School Grades Completed

	Percent Distribution by Number of Grades Completed					
	7 or Less	8	9-11	12	13-16	TOTAL
DoD						
Total	5.0%	10.4%	41.3%	40.3%	3.0%	100.0%
Caucasian	7.6	15.0	45.0	30.4	2.0	100.0
Negro	1.2	3.2	35.4	56.0	4.2	100.0
Other	2.5	7.2	36.2	46.9	7.2	100.0
Army						
Total	5.8	11.6	42.4	37.4	2.8	100.0
Caucasian	8.8	17.0	46.1	26.2	1.9	100.0
Negro	1.4	3.6	37.3	53.8	3.9	100.0
Other	2.5	7.2	37.6	44.5	8.2	100.0
Navy						
Total	4.1	10.2	40.7	44.0	1.0	100.0
Caucasian	5.0	12.4	43.3	38.7	0.6	100.0
Negro	1.0	3.1	32.1	61.3	2.5	100.0
Other	4.5	9.7	35.1	50.0	0.7	100.0
Air Force						
Total	1.1	2.6	21.7	67.1	7.5	100.0
Caucasian	1.9	3.9	26.2	61.9	6.1	100.0
Negro	0.1	0.8	15.2	74.5	9.4	100.0
Other	1.5	3.0	16.3	64.2	15.0	100.0
Marine Corps						
Total	3.3	8.2	52.6	34.7	1.2	100.0
Caucasian	5.1	12.6	60.0	21.5	0.8	100.0
Negro	0.9	2.5	43.2	51.5	1.9	100.0
Other	1.1	6.6	38.5	52.7	1.1	100.0

TABLE B-7

Percent of New Standards Men
Who Failed or Repeated School Grades

Number of Grades Failed or Repeated	Percent of Men
0	53.1%
1	28.7
2	13.0
3 or More	5.2
TOTAL	100.0%

TABLE B-8

Median Reading Ability by Grade Level
Compared to Mean Number of School Grades Completed

Service	Total		Caucasian		Non-Caucasian	
	Reading Ability	School Grades	Reading Ability	School Grades	Reading Ability	School Grades
New Standards Men						
Army	5.9	10.4	5.5	9.9	5.5	11.2
Navy	6.8	10.5	6.8	10.3	6.7	11.2
Air Force	7.3	11.6	7.4	11.4	7.2	11.9
Marine Corps	6.1	10.5	6.1	10.0	6.1	11.2
DoD	6.1	10.6	6.2	10.1	6.1	11.3
Control Group	10.9	11.9	11.1	11.9	8.8	11.8

TABLE B-9

Percent of Men Reading at
Various Grade Levels

Reading Grade Level	Percent at Each Level	
	New Standards Men	Control Group
Below 4th Grade	14.4%	1.1%
4th Grade	16.6	1.2
5th Grade	16.2	1.9
6th Grade	20.6	1.3
7th Grade	12.2	6.9
8th Grade	10.0	15.0
9th Grade	5.5	13.6
10th Grade	4.5	9.4
11th Grade	--	25.2
12th Grade	--	24.4
Total	100.0%	100.0%

NOTE FOR TABLES B-8 and B-9: Reading ability tests were administered to New Standards men starting in July 1967. The reading level data in the above tables are based on about 46,000 New Standards men tested July 1967 through March 1968. The control group information is based on tests administered in April 1968 to a sample of non-New Standards men.

TABLE B-10

Median Arithmetic Computation Ability by Grade Level
Compared to Mean Number of School Grades Completed

New Standards Men

Service	Total		Caucasian		Non-Caucasian	
	Arith. Ability	School Grades	Arith. Ability	School Grades	Arith. Ability	School Grades
Army	6.1	10.4	6.1	9.9	6.1	11.2
Navy	6.8	10.5	6.8	10.3	6.7	11.1
Air Force	7.1	11.6	7.2	11.4	6.9	11.9
Marine Corps	6.3	10.5	6.3	10.0	6.3	11.2
DoD	6.3	10.6	6.3	10.1	6.2	11.3

TABLE B-11

Percent of Men at Various Arithmetic Computation
Grade Levels

New Standards Men

Arithmetic Grade Level	Percent at Each Grade Level	Cumulative Percent at Each Level
Below 4th Grade	0.7%	0.7%
4th Grade	9.3	10.0
5th Grade	31.0	41.0
6th Grade	38.9	79.9
7th Grade	13.6	93.5
8th Grade	4.4	97.9
9th Grade & Over	2.1	100.0%
Total	100.0%	

NOTE FOR TABLES B-10 and B-11: Arithmetic computation ability tests were administered to New Standards men starting in July 1967. The arithmetic ability data in the above tables are based on about 46,000 New Standards men tested July 1967 through March 1968.

TABLE B-12

Civil Court Convictions of New Standards Men

Number of Convictions	Percent of Men
0	90.9%
1	5.9
2 or More	3.2
Total	100.0%

TABLE B-13

Typical Weekly Income of
New Standards Men Prior to Military Service

Weekly Income $	Percent of Men
0 (Unemployed)	37.9%
1-20	1.1
21-40	4.0
41-60	13.1
61 and Above	43.9
Total	100.0%

SECTION C - Performance in Basic Training

Definition: All non-prior service enlisted men receive basic training. Those who fail to graduate are discharged.

Sources:

1. Project One Hundred Thousand Performance Reporting System.
2. Monthly Basic Training Report.

Coverage: As indicated on individual tables.

TABLE C-1

Basic Training Discharge Rate[a] As Of 31 March 1968
For Men Who Entered Service 1 October 1966 - 30 September 1967

Service	Percent Discharged	
	New Standards Men	Control Group[b]
Army	3.0%	1.7%
Navy	9.1	2.4
Air Force	9.7	3.2
Marine Corps	8.4	3.9
DoD	4.3%	2.2%

a/ Men who do not graduate from basic training are discharged from service. The discharge rate includes discharges for unsuitability, unfitness, misconduct, hardship and medical. About half of the New Standards discharge rate for DoD is for medical reasons, primarily conditions which existed prior to entry into service.

b/ Control group data were derived from the Monthly Basic Training Report.

TABLE C-2

Extra Help Required During Basic Training By
Recycling or Special Training - DoD
October 1966 - March 1968

Mental Group	% Requiring Extra Help[a/]
Total	5.2%
Groups I, II & III	4.0%
Group IV	9.4%
AFQT 21-30	8.6%
AFQT 16-20[b/]	9.3%
AFQT 10-15[b/]	10.9%

NOTES: a/ Definition of Extra Help:

Recycling - Repeating portions of training.

Special Training - Assignment to a Special Training Company for a period of time to receive concentrated attention in: physical conditioning, motivation or academic part of training. Average stay in Special Training Companies is about 11 days for men of all mental levels.

b/ New Standards men are primarily from these two AFQT categories.

SECTION D - Performance in Entry Level Skill Training

Definition: Training in a military specialty received directly after basic training and prior to assignment to an operating unit. The data in this section excludes on-the-job training.

The table shows the percent of men dropped from training. These men are normally reassigned to another type of training more suited to their aptitudes or sent to units for on-the-job training.

Source: Project One Hundred Thousand Performance Reporting System and Special Reports.

Coverage:

1. Army - Experience for the period August 1967 to June 1968.

2. Navy - Experience for the period February 1967 to February 1968.

3. Air Force - Experience for the period April 1967 to July 1968.

4. Marine Corps - Experience for the period April 1967 to March 1968, for men who entered service January to September 1967.

TABLE D-1

Performance in Entry Level Skill Training

New Standards Men

DoD Occupational Area[a]	% Dropped From Training			
	Army	Navy	Air Force	Marine Corps
Infantry, Gun Crews & Allied Spec.	2.4%	--	--	2.9%
Electronic Equipment Repairmen	25.5	--	--	
Communications & Intell. Spec.	18.7	--	--	
Medical & Dental Spec.	17.7	8.3%	19.2%	
Other Technical & Allied Spec.	43.0	--	22.5	5.6
Admin. Spec. & Clerks	17.8	31.3	14.6	
Electrical/Mechanical Equip. Rpr.	16.9	38.2	20.3	
Craftsmen	8.8	5.4	9.2	
Service & Supply Handlers	5.2	8.1	10.4	
Total	8.8%	16.8%	13.5%	3.4%[c]
Other Men Attending Same Courses[b]	4.1%	6.7%	4.0%	[d]

a/ New Standards men attended 145 different types of skill courses in Army; 42 in Navy; 60 in Air Force; 70 in Marine Corps. For purposes of presentation, these courses are grouped by DoD occupational area.

b/ % dropped from training for "Other Men Attending Same Courses" is based on current or past experience for each Service.

c/ The low attrition rate in Marine Corps is caused by the large portion of New Standards men being assigned to Infantry, Gun Crews and Allied Specialists training, which historically experiences a very low attrition rate.

d/ Data not available.

SECTION E - Assignment of New Standards Men by DoD Occupational Area and Group

Definition: Some of the men received their assignments after completing basic training, but the bulk of them were given formal skill training prior to their assignments. Those who are assigned directly after basic training receive on-the-job training in the occupations.

The DoD Occupational Conversion Table (DoD 1312.1-E, dated March 1967) is used to describe assignments. Tables E-1 to E-5 distribute total assignments by the 9 broad Occupational Areas (1-digit level). Tables E-6 to E-10 show the 15 most common assignments, using the somewhat more detailed categories of the 2-digit level "Occupational Groups."

Source: Project One Hundred Thousand Performance Reporting System and Special Reports.

Coverage: (a) New Standards Men - Assignments as of 31 March 1968 for men entering service during October 1966 to September 1967 for Army, and January-September 1967 entrants for all other Services.

(b) Comparison Groups - See footnotes on individual tables.

TABLE E-1

Assignment by Occupational Area - DoD

DoD Occupational Area		New Standards Men[a/]				Control Group[b/]
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Allied Spec.	34.2%	43.1%	39.4%	37.7%	30.5%
1	Electronic Equipment Repairmen	1.9	1.6	1.3	1.8	6.2
2	Communications & Intell Spec.	4.7	3.1	3.3	4.1	7.3
3	Medical & Dental Spec.	1.2	1.4	0.9	1.2	3.7
4	Other Technical & Allied Spec.	0.3	0.4	--	0.3	2.4
5	Admin. Spec. & Clerks	9.8	10.9	10.4	10.3	13.5
6	Electrical/Mechanical Equip. Rpr.	17.3	12.6	16.1	15.5	20.0
7	Craftsmen	10.0	7.2	10.9	8.9	5.2
8	Service & Supply Handlers	20.6	19.7	17.7	20.2	11.2
	Total	100.0%	100.0%	100.0%	100.0%	100.0%

a/ New Standards men entering service during October 1966 through September 1967, with assignments as of 31 March 1968.

b/ Army, Navy, Air Force - Assignments as of 31 March 1968, for men accepted as follows:

Army	July-September 1967
Navy	January-March 1967
Air Force	April-June 1967
Marine Corps	Assignments as of 30 April 1968 for men accepted January-December 1967.

TABLE E-2

Assignment by Occupational Area - Army

DoD Occupational Area		New Standards Men[a]				Control Group[b]
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Allied Spec.	37.2%	45.4%	41.2%	40.5%	39.7%
1	Electronic Equipment Repairmen	2.3	1.9	1.7	2.2	4.5
2	Communications & Intell. Spec.	5.5	3.6	2.1	4.7	7.9
3	Medical & Dental Spec.	1.4	1.6	1.2	1.4	3.0
4	Other Technical & Allied Spec.	0.3	0.3	--	0.3	2.5
5	Admin. Spec. & Clerks	9.5	11.0	10.7	10.1	13.1
6	Electrical/Mechanical Equip. Rpr.	17.9	13.7	17.5	16.2	14.0
7	Craftsmen	5.4	3.7	5.9	4.8	3.7
8	Service & Supply Handlers	20.5	18.8	19.7	19.8	11.6
	Total	100.0%	100.0%	100.0%	100.0%	100.0%

a/ New Standards men entering service during October 1966 through September 1967, with assignments as of 31 March 1968.

b/ Men entering service during July through September 1967, with assignments as of 31 March 1968.

TABLE E-3

Assignment by Occupational Area - Navy

DoD Occupational Area		New Standards Men[a]				Control Group[b]
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Allied Spec.	6.3%	5.5%	3.8%	6.0%	1.1%
1	Electronic Equipment Repairmen	1.0	1.4	--	1.1	12.1
2	Communications & Intell. Spec.	3.8	5.0	13.2	4.2	4.7
3	Medical & Dental Spec.	--	--	--	--	10.0
4	Other Technical & Allied Spec.	0.2	--	--	0.1	2.7
5	Admin. Spec. & Clerks	3.7	4.9	3.8	4.3	8.8
6	Electrical/Mechanical Equip. Rpr.	33.3	29.0	26.4	32.2	47.5
7	Craftsmen	34.5	35.2	49.0	34.8	7.4
8	Service & Supply Handlers	17.2	19.0	3.8	17.3	5.7
	Total	100.0%	100.0%	100.0%	100.0%	100.0%

a/ New Standards men entering service during January through September 1967, with assignments as of 31 March 1968.

b/ Men entering service during January through March 1967, with assignments as of 31 March 1968.

TABLE E-4

Assignment by Occupational Area - Air Force

DoD Occupational Area		New Standards Men[a]				Control Group[b]
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Allied Spec.	--	--	--	--	--
1	Electronic Equipment Repairmen	--	0.1%	--	0.1%	8.1%
2	Communications & Intell. Spec.	0.1%	--	--	0.1	6.0
3	Medical & Dental Spec.	1.7	2.1	--	1.8	3.9
4	Other Technical & Allied Spec.	1.3	1.5	--	1.4	2.5
5	Admin. Spec. & Clerks	26.0	22.0	34.5%	24.3	23.8
6	Electrical/Mechanical Equip. Rpr.	7.0	6.5	3.4	6.7	28.9
7	Craftsmen	29.6	29.0	31.0	29.4	12.0
8	Service & Supply Handlers	34.3	38.8	31.1	36.2	14.8
	Total	100.0%	100.0%	100.0%	100.0%	100.0%

a/ New Standards men entering service during January through September 1967, with assignments as of 31 March 1968.

b/ Men entering service during April through June 1967, with assignments as of 31 March 1968.

TABLE E-5

Assignment by Occupational Area - Marine Corps

DoD Occupational Area		New Standards Men[a/]				Control Group[b/]
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Allied Spec.	77.8%	86.0%	81.5%	81.4%	48.5%
1	Electronic Equipment Repairmen	0.4	0.3	--	0.3	6.5
2	Communications & Intell. Spec.	3.1	1.8	3.6	2.5	8.6
3	Medical & Dental Spec.	--	--	--	--	--
4	Other Technical & Allied Spec.	0.1	0.3	--	0.2	1.1
5	Admin. Spec. & Clerks	3.4	1.9	1.9	2.8	7.6
6	Electrical/Mechanical Equip. Rpr.	2.4	1.3	1.9	1.9	15.9
7	Craftsmen	1.2	0.5	1.9	0.9	2.2
9	Service & Supply Handlers	11.6	7.9	9.2	10.0	9.6
	Total	100.0%	100.0%	100.0%	100.0%	100.0%

a/ New Standards men entering service during January 1967 through September 1967, with assignments as of 31 March 1968.

b/ Men entering service January through December 1967, with assignments as of 30 April 1968.

NOTE: Effective with New Standards men entering service April-June 1968, the programmed assignment rate to "Infantry, Gun Crews & Allied Specialties" is approximately 60%.

TABLE E-6

Assignment of New Standards Men[a/] by Occupational Group
DoD
Fifteen Most Common Assignments

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
01	Infantry	20.7%
04	Artillery, Gunnery, Rockets	8.8
80	Food Service	7.3
55	Supply & Logistics (Clerical)	5.9
62	Wire Commun. (Installation & Maintenance)	5.2
81	Motor Transport	4.8
82	Material Receipt, Storage & Issue	3.8
03	Combat Engineering	3.7
61	Automotive Repair	3.6
51	Administration (Clerical)	3.2
71	Construction	2.6
20	Radio & Radio Code	2.5
60	Aircraft Repair	2.4
83	Military Police	2.4
77	Marine Operating Crafts	2.2
	Sub-Total - 15 Most Common	79.1%
	All Other Assignments	20.9%
	Total Assignments	100.0%

a/ New Standards men entering service during October 1966 - September 1967 with assignments as of 31 March 1968.

TABLE E-7

Assignment of New Standards Men[a] by Occupational Group
Army
Fifteen Most Common Assignments

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
01	Infantry	23.9%
04	Artillery, Gunnery, Rockets	10.2
80	Food Service	7.9
55	Supply & Logistics (Clerical)	7.1
62	Wire Commun. (Installation & Maintenance)	6.1
81	Motor Transport	5.8
03	Combat Engineering	4.4
61	Automotive Repair	4.0
82	Material Receipt, Storage & Issue	3.0
20	Radio & Radio Code	2.7
85	Auxiliary Labor	2.1
02	Armor & Amphibious	2.1
60	Aircraft Repair	2.0
25	Combat Operations Control	1.9
64	Armament & Munitions Repair	1.8
	Sub-Total - 15 Most Common	85.0%
	All Other Assignments	15.0%
	Total Assignments	100.0%

a/ New Standards men entering service during October 1966 - September 1967 with assignments as of 31 March 1968.

TABLE E-8

Assignment of New Standards Men[a] by Occupational Group
Navy
Fifteen Most Common Assignments

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
77	Marine Operating Crafts	25.6%
65	Shipboard Propulsion (Repair)	19.6
80	Food Service	10.7
60	Aircraft Repair	8.6
04	Artillery, Gunnery, Rockets	5.9
84	Pers Svcs (Ldry, Dry Clean, Barber, etc.)	4.6
20	Radio & Radio Code	3.6
72	Utilities	3.1
55	Supply & Logistics (Clerical)	3.0
78	Fire-Fighting & Damage Control	1.9
82	Material Receipt, Storage & Issue	1.9
70	Metalworking	1.5
64	Armament & Munitions Repair	1.4
71	Construction	1.1
51	Administration (Clerical)	1.1
	Sub-Total - 15 Most Common	93.6%
	All Other Assignments	6.4%
	Total Assignments	100.0%

a/ New Standards men entering service during January-September 1967, with assignments as of 31 March 1968.

TABLE E-9

Assignment of New Standards Men[a] by Occupational Group
Air Force
Fifteen Most Common Assignments

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
51	Administration (Clerical)	21.8%
83	Military Police	21.7
82	Material Receipt, Storage & Issue	13.9
71	Construction	12.6
78	Fire-Fighting & Damage Control	6.5
72	Utilities	6.0
61	Automotive Repair	3.6
62	Wire Commun. (Installation & Maintenance)	2.6
76	Fabric, Leather & Rubber	2.2
70	Metalworking	1.8
58	Communications Center Operations	1.2
30	Medical Care	1.1
40	Photography	1.1
33	Dental Care	0.7
54	Accounting, Finance & Disbursing	0.4
	Sub-Total - 15 Most Common	97.2%
	All Other Assignments	2.8%
	Total Assignments	100.0%

a/ New Standards men entering service during January-September 1967, with assignments as of 31 March 1968.

TABLE E-10

Assignment of New Standards Men[a/] by Occupational Group
Marine Corps
Fifteen Most Common Assignments

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
01	Infantry	62.9%
02	Artillery, Gunnery & Rockets	7.4
03	Combat Engineering	7.2
81	Motor Transport	4.7
83	Military Police	3.7
02	Armor & Amphibious	2.6
82	Material Receipt, Storage & Issue	2.0
20	Radio & Radio Code	2.0
62	Wire Commun. (Installation & Maintenance)	2.0
52	Clerical/Personnel	1.8
61	Automotive Repair	0.9
80	Food Service	0.9
85	Auxiliary Labor	0.3
60	Aircraft Repair	0.3
68	Aircraft Launching Equip. (Opn. & Maint.)	0.2
	Sub-Total - 15 Most Common	98.9%
	All Other Assignments	1.1%
	Total Assignments	100.0%

a/ New Standards men entering service during January-September 1967, with assignments as of 31 March 1968.

SECTION F - Grade Level

Definition: The information on these tables is shown in terms of "Pay Grades." Enlisted pay grades range from E-1 to E-9, with E-1 as the lowest grade.

Source: Project One Hundred Thousand Performance Reporting System, and a special report for control group data.

Coverage: (1) Table F-1

Army New Standards men entering service during October-December 1966, with pay grade data as of 31 March 1968. The control group data are for men with an equal length of service. Grade level data for New Standards accessions during October-December 1966 are available only for Army, since the other Services did not start accepting these men until January 1967.

(2) Table F-2

New Standards men entering each Service during January-March 1967, with pay grade data as of 31 March 1968. Control group data for each Service (except Air Force) for men with the same length of service.

TABLE F-1

Percent of Army Men at Various Grade Levels After 15-18 Months Service[a]

Pay Grade	Percent at Each Grade Level	
	New Standards Men	Control Group
E-1	4.1%	1.8%
E-2	11.5	5.6
E-3	37.4	28.3
E-4	43.4	58.6
E-5	3.6	5.7
Total	100.0%	100.0%

a/ Average service of 16½ months. Pay grade as of 31 March 1968 for New Standards men entering Army October-December 1966, and for an Army control group with the same length of service.

TABLE F-2

Percent of Men at Various Pay Grade Levels
After 12-15 Months Service[a/]

Service	Accession Group	Percent at Each Grade Level					
		E-1	E-2	E-3	E-4	E-5	Total
Army	New Standards	4.8	13.7	40.4	40.0	1.1	100.0
	Control Group	1.9	9.2	45.5	41.6	1.8	100.0
Navy	New Standards	1.1	57.0	41.9	--	--	100.0
	Control Group	1.5	19.4	76.5	2.6	--	100.0
Air Force[b/]	New Standards	2.3	9.3	88.4	--	--	100.0
Marine Corps	New Standards	10.6	40.0	42.8	6.6	--	100.0
	Control Group	6.8	31.1	52.8	9.3	--	100.0
Total DoD	New Standards	4.4	19.9	45.4	29.5	0.8	100.0

a/ Average service of 13½ months. Pay grade data as of 31 March 1968 for New Standards men entering service January-March 1967, and for control groups with the same length of service.

b/ Air Force control group data not available for this time period.

SECTION G - Supervisory Evaluations

Source: Project One Hundred Thousand Performance Reporting System.

Coverage: Army New Standards men entering service during October-December 1966, with supervisory evaluations as of 31 March 1968.

Other Services did not start accepting New Standards men until January 1967.

Supervisory evaluations are collected routinely on men after they have completed one year of service, except for Army, where evaluations are provided on reassignment. Accordingly, supervisory evaluations for Services other than Army will not be reported until a later date.

TABLE G-1

Supervisory Ratings[a] of New Standards Men - Army
As Of 31 Mar 68 For Men Who Entered Service Oct-Dec 66

	Conduct			Efficiency		
	Total	Enlistee	Inductee	Total	Enlistee	Inductee
Excellent	91.2%	89.3%	93.8%	90.4%	88.7%	92.7%
Good	1.5	1.7	1.2	1.6	2.1	0.9
Fair	3.3	3.6	2.9	4.5	4.3	4.9
Unsatisfactory	4.0	5.4	2.1	3.5	4.9	1.5
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Army enlisted personnel are evaluated by their supervisors on reassignment.

SECTION H - Offenses During Service
(Includes Judicial and Non-Judicial Punishment)

Source: Project One Hundred Thousand Performance Reporting System.

Coverage: Army New Standards men entering service October-December 1966, with offense data as of 31 March 1968.

Offense data for October-December 1966 accessions are available only for Army, since the other Services did not start accepting New Standards men until January 1967. The next quarterly report will provide offense data for each Service.

TABLE H-1

Offenses During Service - Army
As Of 31 Mar 68
For Men Who Entered Service Oct-Dec 66[a]

Non-Judicial Punishments[b]	
0	86.5%
1	7.8
2 or More	5.7
Total	100.0%

Court-Martial Convictions[c]	
0	97.2%
1	2.6
2 or More	0.2
Total	100.0%

a/ Men discharged from service are included in these analyses.

b/ Light punishments and other corrective measures imposed by a commanding officer upon men who do not demand trial by court-martial.

c/ Includes special, summary and general court-martial convictions.

SECTION I - Educational Achievements

NOTE: Educational achievement data are entered in the Projec One Hundred Thousand Performance Reporting System file after men complete two years of service. Accordingly, tabulations in this section will not be available until March 1969.

SECTION J - Attrition From Active Service

Source: Project One Hundred Thousand Performance Reporting System and Special Reports.

Coverage: New Standards - Men entering service during October 1966 - September 1967, with data current as of 31 March 1968.

TABLE J-1

Percent of Each Entry Group of New Standards Men (Phase I) Still in Service on 31 March 1968

	Entry Group				Total Phase I Accessions (Oct 66-Sep 67)
	Oct-Dec 1966[a]	Jan-Mar 1967	Apr-Jun 1967	Jul-Sep 1967	
Army					
Total	90.4%	92.9%	94.8%	96.2%	94.4%
Caucasian	88.2	91.2	93.9	95.3	93.1
Non-Caucasian	93.6	95.4	96.2	97.4	96.2
Navy					
Total		85.3	85.9	91.6	87.5
Caucasian	a/	83.3	83.8	90.4	85.7
Non-Caucasian		91.7	93.5	95.4	93.4
Air Force					
Total		87.9	84.0	89.7	87.8
Caucasian	a/	84.9	80.2	86.9	84.9
Non-Caucasian		91.6	88.5	94.1	91.9
Marine Corps					
Total		84.1	82.7	89.2	86.2
Caucasian	a/	81.9	78.6	86.1	82.8
Non-Caucasian		86.9	88.3	92.7	90.4
DoD					
Total	90.4	90.8	92.2	94.2	92.5
Caucasian	88.2	88.8	90.7	92.7	90.7
Non-Caucasian	93.6	94.1	94.6	96.4	~~85.1~~ 95.1

a/ For Navy, Air Force and Marine Corps, the first New Standards men entered service in January-March 1967.

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DESCRIPTION OF
PROJECT ONE HUNDRED THOUSAND

April 1968

Office, Assistant Secretary of Defense
(Manpower and Reserve Affairs)

AD691209

This booklet describes the key features of Project One Hundred Thousand.

- Purpose of the Program
- Policies
- Revised Acceptance Standards
- Number Accepted
- Profile of Men Accepted
- Performance in Training
- Types of Assignments
- Performance Indicators
- Improvement Actions
- Future of Project One Hundred Thousand

For those who are interested in more detailed statistics on the program, we have a publication called "Characteristics and Performance of New Standards Men," which is updated periodically.

PROJECT ONE HUNDRED THOUSAND

In October 1966, the Department of Defense initiated "Project One Hundred Thousand" to accept men who were being disqualified for military service under previous mental and physical standards. These are men who:

- Fail to score well on standard written tests but can qualify as fully satisfactory servicemen when exposed to modern instructional techniques used in the Military Services and on-the-job training.
- Are disqualified for physical defects which can be corrected in a short period of time.

The goal was to accept 40,000 such men the first year, beginning October 1, 1966, and 100,000 in the year beginning October 1967. This will be a continuing program.

A. Purpose of the Program

There were three principal reasons for initiating Project One Hundred Thousand:

1. To broaden the opportunities for enlistment and equalize the obligations for military service.

During the years preceding the program, there was growing concern in Government and among public leaders with the fact that more than one-third of the men reaching military age each year were declared unfit for service under the mental and physical standards established by the Department of Defense. Of the 600,000 rejected each year, half could not meet the mental standards composed of written tests and educational requirements.

- Many of the men being rejected for service were prospective volunteers.
- Among those being rejected for the draft, a high percentage were being classified as I-Y's and were, therefore, men whom the Services would accept during times of war or national emergency declared by Congress.

In his message to Congress on Selective Service on March 6, 1967, the President described Project One Hundred Thousand, and stated:

> "In the past, many thousands of men were rejected -- and put into deferred categories -- who could have performed satisfactorily, sharing the burdens as well as the benefits of service. Most of these were disadvantaged youths with limited educational backgrounds or in some cases, curable physical defects. . . . . This will be a continuing program. The Nation can never again afford to deny to men who can effectively serve their Country the obligation -- and the right -- to share in a basic responsibility of citizenship."

2. <u>To use the training establishment of the Armed Forces to help these men become productive citizens when they return to civilian life</u>.

The primary responsibility of the Department of Defense is to provide the combat capability needed for national security, but we

must also be concerned with the broader aspects of national security. Our secu_ity and well-being as a nation suffer when we lose the performance potential of a sizable proportion of our young men because of low educational achievement, undeveloped talent and despair.

Project One Hundred Thousand recognizes the opportunity and the obligation of the Department of Defense, as our Nation's largest public institution, to contribute its unique capabilities to improving the competence and productivity of our Nation's youth. This contribution is simply a by-product of building the finest military force this Nation has ever had. By requiring all men accepted under new entrance standards to meet minimum performance standards, we can insure that military missions are not impaired.

The military training establishment is the largest and most versatile educational mechanism in our society.

- We provide enlisted men training in 1,500 different skills.
- We award more than 80,000 High School Equivalency Certificates each year to military personnel who participate in our off-duty education programs.
- Project Transition provides opportunities for educational improvement and training in a civilian skill to men who are getting ready to return to civilian society.

With only minor modification in training organization and techniques, most Project One Hundred Thousand men can be trained successfully, along with all other men, in our regular training centers, schools and units.

3. Foresighted military planning

A priority mission of the Military Services is to maintain the capability to train quickly and effectively all of the new men required to meet force structure requirements. The type of men being accepted now under Project One Hundred Thousand may be needed in times of high manpower requirements in the future. Project One Hundred Thousand provides an opportunity to learn to improve our selection, training, assignment and utilization techniques for men who score low on entrance tests.

B. Policies Governing Project One Hundred Thousand

The program is managed by these four key policies:

1. Minimum standards of performance will not be reduced.

Men must meet the standards of performance established by each Military Service in order to be retained.

2. We are prepared to spend extra time and effort in helping these young men achieve satisfactory performance levels.

Although most men are expected to complete their training on schedule, we are prepared to spend up to three months additional time in the training cycle with those who need extra help. We are also committed to imaginative innovation in the restructuring of technical courses to facilitate learning by Project One Hundred Thousand men and other students.

3. The results of Project One Hundred Thousand will be continuously monitored in detail.

The purpose of this monitorship is to:

- Assure attainment of the input goals established for each Service.
- Provide controls to avoid impairment of military performance.
- Provide data to improve the program.
- Provide a data base for research.

In conformance with this policy, a system of reports has been established, including the monitorship of each individual admitted under New Standards, in order to follow his performance both in service and after leaving service.

4. <u>All Services will share in this program</u>.

All Services have occupations suitable for these men, and have training expertise which should be exploited in meeting the key objectives of the program. The goals assigned to each Service take into consideration their total annual input of new men and the Service occupational composition.

2

C. Revised Acceptance Standards for Military Service

Men accepted on the basis of revised mental and physical standards are not singled out or stigmatized as a special group. For our own internal record-keeping and reference purposes we call them New Standards men.

1. Mental standards were lowered in October and December 1966 in order to make these men eligible for service. Volunteers and draftees who score as low as the 10th percentile on the Armed Forces Qualification Test (AFQT) are acceptable. Non-high school graduates who score AFQT 10-30 must also pass supplementary aptitude tests.*

The lowered standards reduced the mental disqualification rate by one-third. In FY 1965, the mental disqualification rate -- for enlistees and inductees combined -- was 16.5%. The new standards reduced the mental disqualification rate to 10.8%.

2. Physical Standards

The Medically Remedial portion of Project One Hundred Thousand was initiated in February 1967 on a trial basis. The program was expanded in October 1967. We now accept men with any one of 15 specific defects that are correctable in 6 weeks or less (including convalescence time). Examples of the defects are: overweight, underweight, hernia, pilonidal cyst and deviated nasal septum.

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* 2 out of 7 aptitude areas if they score between the 10-15 percentile on the AFQT or 1 aptitude area if they score between the 16-30 percentile on the AFQT.

The Medically Remedial part of Project One Hundred Thousand is restricted to volunteers. These men agree to undergo the necessary treatment. After they enlist they are regular members of the Armed Forces. The necessary surgery is performed at a military medical facility. The weight cases receive physical conditioning and diet at the basic training center.

D. Number Accepted - Goal vs. Achieved

1. Our goal was to accept 40,000 New Standards men during the first year starting October 1, ~~1967~~ 1968, and 100,000 during the second year. We exceeded our first-year goal and are on schedule in meeting the second-year objective.

a. Phase I, October 1966 - September 1967

Quota	Achieved	Overage
40,000	49,252	9,252

b. Phase II, October 1967 - September 1968

Gross Quota	Phase I Overage	Net Quota	Achieved Oct 67 - Mar 68 (6 Months)
100,000	9,252	90,748	47,387

During Phase II, the second year of the program, 11% of all new men accepted for the enlisted ranks will be New Standards men.

2. In Phase I, 34% of the New Standards men were accepted by enlistment and the remainder were drafted. In the first 6 months of Phase II, the enlistee proportion rose to 56%.

3. Most of the New Standards men are being accepted as a result of lowered mental standards. The "Medically Remedials" account for only a small portion of the input:

	Phase I Total Year	Phase II First 6 Months
Mental	48,636	44,144
Medically Remedial	616	3,243
Total New Standards Men	49,252	47,387
% Medically Remedials	1.3%	6.8%

E. Profile of New Standards Men Accepted During First Year (October 1966 - September 1967)

1. Average age	20.9 years
2. Race	
White	61.9%
Negro	36.7%
Other	1.4%
3. Employment Status	
- Unemployed	34.0%
- Employed, earning less than $60 a week	19.0%
4. Educational Level	
- % high school graduates	46.0%
- Average school grades completed	10.5
- % who failed or repeated 1 or more school grades	56.0%
5. Reading Ability	
- Average grade	6.2
- % below 4th grade	14.0%
- % below 5th grade	30.0%
6. % With Civil Court Convictions	8.0%
7. Home Geographic Area	
Northeast	16.2%
North Central	24.6
South	44.2
West	15.0
TOTAL	100.0%

F. Performance in Training

The New Standards men are trained along with all other men in our regular training centers and schools. We avoid singling them out as a special group. There are provisions for helping these men, if necessary, at all stages of their training. This individualized attention is available to all men; therefore, we avoid any stigma being attached to New Standards men. This policy has proven to be effective. The New Standards men develop pride and confidence and they also learn by associating with a cross-section of American youth.

1. Basic Training

The length of basic training varies by Service from 6 to 9 weeks. Our basic training centers have demonstrated their ability to train all but a small percentage of men accepted for Project One Hundred Thousand:

Graduation Rate

New Standards Men	All Other Men
96%	98%

Men having difficulty in basic training are assisted by:

- Recycling, which involves repeating portions of their training by being set back to a company which is in an earlier stage of training.
- Temporary assignment to a Special Training Company which is organized to provide concentrated attention to men requiring physical conditioning, slow learners, or those having motivational or adjustment problems.

About 12% of New Standards men have required extra help in basic training, compared to 4% of all other men.

2. Skill Training

After completion of basic training, New Standards men, like all others, are trained in a skill which will enable them to fill a job in a military unit. Skill training is provided either by a formal training course or by on-the-job training.

New Standards men have received training in more than 200 different specialties. Some are assigned to training in the combat arms, but the majority are trained in such skills as auto mechanic, construction equipment operator, wireman, cook, driver, supply clerk and Medical Corpsman.

The training in our occupational courses are job-oriented, use modern training devices, stress practical exercises, and use performance tests wherever possible to measure student progress. The Military Services are reviewing many of their courses to make them even more adaptable to this new group of men. Although improvements in training methodology are important, we have found that after-hours counseling and tutoring are an essential means of helping New Standards men -- and all others -- who are having difficulty in technical training.

The graduation rate of New Standards men in skill training courses has been 87% compared to 95% for men of higher mental levels attending the same courses. The graduation rate varies widely by type of course. On the whole, New Standards men do better in the simpler technical courses which stress "hands-on" type instruction. The attrition rate rises in the more complex courses which require the learning of theory, reading complicated technical manuals and mathematical skills.

Men who fail in a skill training course are usually not discharged from service. Normally, they are reassigned to another type of training more suited to their aptitudes or sent to units for on-the-job training.

3. Educational Upgrading

The main emphasis in Project One Hundred Thousand is to train New Standards men in a skill which will enable them to be effective members of a military unit. There are, however, provisions for literacy training and general educational development. The educational upgrading effort supplements job training.

A small percentage of Project One Hundred Thousand men are given remedial education -- primarily reading instruction -- during their military training phase, in order to help them graduate basic training or to prepare them for occupational training. These remedial education courses vary in length by Service:

Service	Date Initiated	Length (Weeks)	When Given
Navy	October 1966	4	During Basic Training
Air Force	September 1967	8	During Basic Training
Army	April 1968	6	After Basic Training

The reading courses use materials prepared by the United States Armed Forces Institute (USAFI) and by commercial sources. USAFI has recently issued a new set of materials for reading development which will be used and tested in the Army. Men attending remedial education courses continue their military training in order to maintain their physical conditioning and assist them in mastering their military subjects.

About 3% of the New Standards men in the Air Force and Navy are being sent to reading courses to assist them in passing basic training. It is estimated that about 10% of the Army New Standards men will attend the remedial education courses initiated by Army on April 1, 1968. Selection is not limited to New Standards men.

Opportunities for educational upgrading are available after they are assigned to their military units. They are encouraged to take advantage of the well-developed off-duty educational programs that are available to all men at military bases. The military General Educational Development (GED) programs award High School Equivalency Certificates, and provision is also being made for the issuance of an Eighth Grade Certificate.

We will be evaluating the educational upgrading of New Standards men.

- They are given achievement tests in reading, arithmetic and word knowledge when they enter service and will be retested after 2 years service. Initial testing began on July 1, 1967; therefore, retests will be given starting July 1969.
- We are recording the number of credits and Certificates earned by New Standards men attending GED courses.
- USAFI will evaluate the effectiveness of the remedial reading courses that utilize their material.

4. Transition Training

New Standards men will also have an opportunity to volunteer for Project Transition, which is designed to bridge the gap between military service and entrance into productive civilian employment. The object of Project Transition is to afford the returning serviceman an opportunity to enhance his education or to acquire a civilian-related skill prior to his release from active duty. Priority is given to those who are combat disabled, who have served primarily in combat-type specialties, or who have not achieved the equivalent of a high school education.

The program emphasizes counseling, skill training, education and job placement. It takes men who have one to six months service time remaining just prior to their release from active duty. Training is provided by military facilities, other Federal agencies and private firms.

Project Transition is available to all military personnel who have decided not to reenlist. It should be especially useful for preparing New Standards men for their return to civilian life.

G. Types of Assignments

The following table summarizes the assignment pattern of New Standards men.

Combat Specialties	38.2%
Service and Supply Handlers	19.5
Electrical/Mech Equipment Repairmen	15.0
Administrative Specialists & Clerks	11.1
Craftsmen	9.4
Communications & Intelligence Specialists	2.9
Medical & Dental Specialists	1.6
Electronic Equipment Repairmen	1.8
Miscellaneous	0.5
TOTAL	100.0%

It is of interest that more than 60% are assigned to jobs which have some utility in the civilian world of work. Of equal importance to their future as citizens is the personal growth which occurs as these men acquire confidence, pride, improved work habits and leadership abilities.

H. Performance Indicators

We have established a comprehensive data file to track the performance of Project One Hundred Thousand men. Section G mentions performance in basic and skill training courses. Data will also be available on promotions, disciplinary record, supervisory ratings, awards, re-enlistment eligibility and actual reenlistments. Information on some of these factors is now available with respect to the first group of several thousand New Standards men accepted by Army in October - December 1966. (During this initial 3 months period, Army was the only Service accepting New Standards men.)

During their first 12 - 15 months of Army service:

- More than 90% were rated Excellent in conduct and efficiency.
- Only 2% received court-martial convictions, and 9% received non-judicial punishment.
- The average man was promoted twice and is a PFC (Pay Grade E-3). 30% were promoted three times during this period and are Corporals, or Specialists 4th Class (Pay Grade E-4).

I. Actions Taken to Improve Project One Hundred Thousand

The operation of Project One Hundred Thousand is delegated to the Military Services under the policy guidance and monitorship of the Office, Assistant Secretary of Defense (Manpower and Reserve Affairs). The Office, Secretary of Defense, has sponsored seminars and research to enhance the success of the program and to foster the interchange of information between the Military Services.

1. Seminars

a. Seminars on Examining Station Procedures

Conferences were conducted by the U. S. Army Recruiting Command, the Executive Agent for the operation of the jointly manned Armed Forces Examining Stations. These seminars were held in each of 5 Recruiting Districts -- one series for examining physicians and another for Test Psychologists. Most were held in 1967. The purpose was to improve examining procedures in Armed Forces Examining and Entrance Stations.

b. Reception Processing Seminar

This meeting was held at Ft. Bragg, N. C., on April 6-7, 1967, to determine the adequacy of current procedures for processing of men being accepted for Project One Hundred Thousand. The Seminar was attended by reception processing commanders and personnel staff members of all Military Services.

c. Seminar on Special Training and Screening-Out Procedures

This meeting was held on September 15-17 at the Naval Academy, Annapolis, Maryland. It was attended by key basic training officers of

all Services and focused on the use of Special Training Units to assist men with problems in physical conditioning and motivation and slow learners.

d. Inter-Service Working Group on Technical Training

This group met at Ft. Belvoir, Virginia, during October 1966 to study methods of adapting technical training courses to meet the needs of lower mental level personnel.

e. Research Meeting

A conference was held July 21-22, 1967, at Ft. Ritchie, Maryland, to review the status of research projects funded by Office, Secretary of Defense, and progress being made in the modification of training courses.

f. Future Seminars

Starting in May 1968, a series of inter-Service conferences will be held to discuss the new educational programs and reading materials recently introduced by the United States Armed Forces Institute.

2. Research

The Office, Secretary of Defense, has sponsored research in order to assist in the long-range management of Project One Hundred Thousand and to enable us to learn from our experiences with this program. The fund allocations have been:

FY 1967 Funds	$1.2 million
FY 1968 Funds	0.7 million

Emphasis has been given to research on training methods, but research also covers the functional areas of selection, classification, assignment and job restructuring. The individual research projects are

being conducted by: in-service personnel research labs; in-service training staffs; Human Resources Research Office; and private contractors.

J. Future of Project One Hundred Thousand

Project One Hundred Thousand will be a continuing program. We achieved the first year goal and expect to meet our second year goal of accepting 100,000 New Standards men. The objective for the third year (October 1968 - September 1969) has not yet been established.

The results achieved so far have been very encouraging. We will continue our efforts to improve the program by:

- Closely monitoring the performance of these men in training and in units.
- Finding better ways to train, develop and utilize them in the Armed Forces.
- Using Project Transition to help prepare them for civilian life.

We expect to conduct follow-up studies of New Standards men after they return to civilian life in order to measure the beneficial impact of military service.

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